

**ACRUX LIMITED**

**DIVERSITY POLICY**



# DIVERSITY POLICY

## 1. OVERVIEW OF THE POLICY

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The Directors and management of Acrux Limited (the 'Company') recognise the benefits of an inclusive workforce that values diversity within the Company. A diverse workplace can assist in achieving the Company's strategic goals and in return increase value to shareholders.

## 2. OBJECTIVES AND PURPOSES

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### 2.1 Purpose

This policy clarifies the Company's commitment to an inclusive workplace which values different experiences and perspectives, culture, skills and backgrounds. The Company has considered the ASX Corporate Governance Principals in establishing its Diversity Policy.

Diversity includes, but is not limited to gender, age, disability, ethnicity, marital or family status, religious or cultural background, sexual orientation and gender identity.

### 2.2 Objectives

The Company is committed to rewarding performance and believes embracing diversity, at all levels within the organisation, provides a framework which supports both employees and the Company in reaching its potential.

The Board supports that a diverse workplace attracts, retains and motivates employees from a wide pool of available talent and that no conscious or unconscious biases will be applied when considering candidates for promotion or recruitment. At all levels, the Company will promote and recruit talent which is aligned to the qualifications and experiences required to perform the role.

The Board will assess and review progress against objectives on a regular basis and make recommendations as appropriate.

### 2.2 Reporting non-compliance and grievances

Employees who have genuine suspicions of wrongdoings have a safe environment in which to speak up without fear, reprisal or victimisation. The Company's Whistleblower Policy sets out this policy in more detail.

### 2.2 Application

This benefit of this policy is intended to apply to the Directors and employees of the Company and to its commercial partners and their employees.

## 3. ACCESS TO THE POLICY

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This policy will be available for viewing by any person on the Company's website or a copy will be sent upon request.

Questions about this policy and its application should by employees should be directed to their direct supervisor.

Questions about this policy and its application by shareholders and members of the public should be directed to the Company Secretary.

#### 4. REVIEW OF POLICY

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The Company's Board of Directors approved this policy on 6 July 2015.

The Board will review this policy as often as the Board determines appropriate and make any changes it determines necessary or desirable.